

COUNCIL REPORT

Meeting Date: July 7, 2025
Department: Human Resources
Report No.: HR-2025-12
Prepared by: William Versloot, Human Resources Generalist / Payroll
Submitted by: Doug Payne, Director of Human Resources
Approved by: Rob Browning, Chief Administrative Officer

SUBJECT: 2025 Non-Union Market Compensation Review Report Follow-Up

RECOMMENDATION:

THAT: Report HR-2025-12, “2025 Non-Union Market Compensation Review Report Follow-Up,” be received for information, and further;

THAT: Council approve the implementation of the new non-union wage grid presented in this report, and further;

THAT: Council approve moving non-union staff to their same step on the new wage grid effective July 21, 2025.

BACKGROUND:

At the June 16, 2025 Council meeting, Council passed a motion to approve the updated non-union wage grid subject to staff finding funding within the existing budget.

At the same meeting, Council passed a motion for staff to bring back the cost to implement health and dental benefits, as well as OMERS Pension Plan for all members of Council.

The proposed updated wage grid is as follows:

2025 Annual Salary						
Band	Steps					
	1 80%	2 84%	3 88%	4 92%	5 96%	Job Rate 100%
10	\$ 179,797.80	\$ 188,788.60	\$ 197,779.40	\$ 206,770.20	\$ 215,761.00	\$ 224,751.80
9	\$ 130,930.80	\$ 137,482.80	\$ 144,034.80	\$ 150,586.80	\$ 157,120.60	\$ 163,672.60
8	\$ 112,221.20	\$ 117,845.00	\$ 123,450.60	\$ 129,056.20	\$ 134,680.00	\$ 140,285.60
7	\$ 102,029.20	\$ 107,125.20	\$ 112,221.20	\$ 117,317.20	\$ 122,431.40	\$ 127,527.40
6	\$ 84,593.60	\$ 88,816.00	\$ 93,056.60	\$ 97,279.00	\$ 101,519.60	\$ 105,742.00
5	\$ 73,564.40	\$ 77,240.80	\$ 80,917.20	\$ 84,593.60	\$ 88,270.00	\$ 91,946.40
4	\$ 63,463.40	\$ 66,648.40	\$ 69,815.20	\$ 72,982.00	\$ 76,167.00	\$ 79,333.80
3	\$ 55,182.40	\$ 57,948.80	\$ 60,697.00	\$ 63,463.40	\$ 66,211.60	\$ 68,978.00
2	\$ 47,993.40	\$ 50,395.80	\$ 52,780.00	\$ 55,182.40	\$ 57,584.80	\$ 59,987.20

COMMENTS:

Funding to Move Staff to New Non-Union Wage Grid

In March 2025, the Municipality received a refund from the WSIB in the amount of \$249,460.96. This was part of the \$2 billion surplus the WSIB distributed back to employers.

Staff are proposing using a portion of this refund to fund the wage increase to be incurred in 2025 to move staff to the new non-union wage grid, moving them to their same step on the new grid. With an effective date of July 21, 2025, the approximate cost will be \$183,827.

Council Benefits and OMERS Costs

Extended health and dental benefits monthly costs:

	Single Coverage	Family Coverage
Drug	\$131.25	\$309.17
Extended Health	\$67.02	\$143.97
Dental	\$65.99	\$196.64
Travel (up to age 70)	\$3.30	\$6.60
Travel (70+)	\$31.70	\$63.40

The monthly cost for a councillor with family coverage and under 70 years of age is \$656.38. The annual cost would be \$7,876.56. If all 8 councilors who do not currently receive benefits take benefits with family coverage, it would cost an additional **\$63,012.48** per year.

Insured Benefit costs:

	Monthly Premium
Short-Term Disability <i>(Self-Insured)</i>	\$0.92 / \$10 of weekly wage
Long-Term Disability	\$3.494 / \$100 of benefit amount

The cost to implement short-term and long-term disability plans for the 8 members of council who currently do not receive the benefit is:

	Councilor		Deputy Mayor	
	\$22,663.00		\$28,987.88	
	Monthly	Annual	Monthly	Annual
STD	\$40.10	\$481.15	\$51.29	\$615.43
LTD	\$46.19	\$554.29	\$59.08	\$708.99
Total Annual	\$8,572.53			

OMERS costs:

- OMERS contribution are calculated on a percentage of regular wages as follows:
 - o Up to the Yearly Maximum Pensionable Earnings (YMPE): 9%
 - o Above the YMPE: 14.6%
- Annual cost:
 - o Councilor - \$2,039.67
 - o Deputy Mayor - \$2,608.91
 - o Mayor - \$5,281.18
 - o Total annual cost for all of council - **\$22,167.78**

CONSULTATION:

Director of Human Resources

Director of Financial Services / Treasurer

Chief Administrative Officer

Human Resources Generalist / Payroll

FINANCIAL IMPLICATIONS:

There are no financial implications in fiscal year 2025 to cover cost to move non-union employees to the new non-union wage grid. If approved, cost will be covered by the WSIB refund received by the Municipality.

Council would be pre-approving an approximate 1.88% operating budget increase for 2026 to cover the increase in budget required to pay wages on the new non-union wage grid on a go-forward basis. This does not include any increase to the operating budget for Cost of Living Adjustment and Step Increases applied to the wage grid that have historically taken effect January 1 of each calendar year.

The cost to implement all benefits listed for Council would be \$93,752.79.

ALTERNATIVE(S) TO THE RECOMMENDATION:

1. Council to provide alternate direction.

STRATEGIC PLAN ALIGNMENT:

This matter is in accord with the following strategic priorities:

ATTACHMENTS:

N/A